

# FREDERICK - FIRESTONE FIRE DISTRICT 2021 - 2026 STRATEGIC PLAN

## The Frederick Firestone Fire District's 2026 Strategic Plan Vision

To continue to fulfill our personal and organizational commitment of earning trust through transparent efforts that enhance the lives of those we serve. This vision, our true futurity, will become a reality by striving to accomplish our goals and objectives. **We will transition into this future by:**

**F**ocusing on the innovative management of our capital infrastructure to make sure we are prepared now and in the future. We will always respect those resources entrusted to us; with the understanding, we must be ready to meet the challenges set before us. Through these efforts, we will establish transparent systems and processes designed to enhance the quality of life of those we serve.

**F**ormulating processes to ensure we are appropriately staffed with the best trained and diverse workforce to meet the needs of the community. Our emphasis on career development will assure the future provision of quality services. By striving to invest in the health and wellness of our members, we will guarantee that their longevity provides a lasting return to our citizens. These efforts will highlight our dedication to the call of service.

**F**ocusing on the creation of family-oriented community outreach processes, we will illustrate our commitment to the compassionate protection of life and property. We will always seek excellence, as evidenced by our pursuits of systems accreditations, high ratings, and designations that support our mission. During the course of this journey, our community will be a safer and better place to live, work, and play.

**D**edication will always be a foundational principle as work towards strengthening our external relationships with partner agencies to generate improved efficacies in service delivery. Together we will continuously do what is best for our community while honoring our history through the prism of the future. We commit to personify our passion for what we do as we hold each other accountable for fulfilling our mission, living our values, accomplishing our goals, and making this vision a reality.

## GOALS

Enhance the district's external relationships to improve services for our stakeholders/customers.

Enhance community engagement to improve community resilience through community risk reduction.

Enhance the district's career development processes to better prepare members for professional and personal growth.

Enhance service delivery and resource service life through the innovative design, procurement, and replacement of capital infrastructure.

Enhance the health and wellness of the district's members to prevent injury and promote career longevity.

Maintain and enhance an effective program of optimal employee staffing that meets the changing needs of the community and the district.

Prepare for, pursue, achieve, and maintain international accreditation to better serve our community and to embrace excellence.

## VALUES

**Service** - Our members believe in selflessly standing ready with duty, honor, and loyalty to help others during any time of need. This core value inspires our culture and is the cornerstone of our mission and vision.

**Family** - Our members believe in developing trusting relationships of emotional support with love and respect to serve one another, teach one another, and share life's joys and sorrows with one another for personal growth.

**Professionalism** - Our members believe in ownership, accountability, and mastery of their knowledge, skills, and abilities within our profession of emergency services, even as expectations and demands continue in the ever-changing world around us.

**Compassion** - Our members believe in empathy and kindness, which empowers us to do our best at relieving the suffering of physical, mental, and emotional misfortunes of others.

**Integrity** - Our members believe in maintaining strong moral and ethical principles of honesty, fairness, and respect in all aspects of life.

## MISSION

To enhance your quality of life by always earning trust, reducing the loss of life, preventing harm, and protecting property with compassion and integrity.

"Leading Together, By Serving Together"

INTERNAL STAKEHOLDER INPUT

EXTERNAL STAKEHOLDER FEEDBACK

